

## Person Specification

POST: Subject Leader

The person appointed will provide evidence of the skills, abilities, knowledge, experience and qualifications required to perform the role in relation to working with children.

|                       | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Desirable                                                                                               | Method of Assessment                         |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|----------------------------------------------|
| <b>Qualifications</b> | <p>Qualified teacher status with a degree in a subject related to the curriculum area.</p> <p>Up-to-date in-service training in subject and whole school issues</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>Post graduate qualification e.g MA/MSc etc</p> <p>Additional qualifications relevant to the post</p> | <p>All points application form/interview</p> |
| <b>Experience</b>     | <p>Substantial recent successful experience of teaching at both KS3 and KS4</p> <p>Experience of supporting students of differing abilities and backgrounds</p> <p>Evidence of the use of new technologies to improve teaching and learning.</p> <p>Evidence of the effective use of Assessment for Learning in engaging learners as partners in their learning.</p> <p>Experience in the effective use of a wide range of teaching methodologies.</p>                                                                                                                                                                                    | <p>Experience of change management</p>                                                                  | <p>All points application form/interview</p> |
| <b>Abilities</b>      | <p>Ability to meet the National Professional Standards for Teachers</p> <p>Excellent administration and organisational skills</p> <p>Excellent information and communication technology skills</p> <p>Demonstrate awareness of and ability to develop outstanding practice in teaching techniques</p> <p>Ability and commitment to ensure all students achieve their best and challenging targets</p> <p>Knowledge and understanding of current and emerging curriculum and qualifications reform and innovation.</p> <p>Ability to contribute to the development of literacy, numeracy and communication skills in all our students.</p> | <p>An understanding of the changing school environment and national issues</p>                          | <p>All points application form/interview</p> |

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|                                        | <p>Ability to motivate and inspire students to learn.</p> <p>Ability to contribute to a collective vision and shared purpose.</p> <p>Ability to successfully organise and manage learning resources.</p> <p>Ability, knowledge and commitment to safeguard the welfare of children.</p> <p>Ability to communicate effectively with and develop positive relationships and personal boundaries with children, young people, parents and carers.</p> <p>Ability to demonstrate emotional intelligence and resilience in working with challenging behaviours.</p> <p>Ability to demonstrate high personal and professional standards</p> |  |                                       |
| <b>Leadership skills and abilities</b> | <p>Experience of successfully co-ordinating and leading a project, activity, team or curriculum initiative</p> <p>Ability to lead and manage the development of the subject</p> <p>Ability to be self directed, motivated and work as part of a committed team of colleagues to ensure positive outcomes for all students</p> <p>Ability to organise and manage workload and meet deadlines</p> <p>Willingness to oversee extended or enrichment programmes which could take place beyond the timetabled academy day.</p>                                                                                                             |  |                                       |
| <b>Commitment</b>                      | <p>Evidence of a commitment to own and other peoples professional development.</p> <p>A commitment to raising achievement across the whole age and ability range</p> <p>Commitment to collaborate and celebrate good practice and address poor practice</p>                                                                                                                                                                                                                                                                                                                                                                           |  | All points application form/interview |